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Appointments to fill vacancies in subsidiary organs and other appointments: Appointment of the judges of the United Nations Appeals Tribunal

Appointment of ad litem judges of the United Nations Dispute Tribunal

Appointment of the judges of the United Nations Appeals Tribunal and of ad litem judges of the United Nations Dispute Tribunal

Report of the Internal Justice Council

I. Introduction

1. On 2 March 2009, the General Assembly appointed three full-time judges, three ad litem judges and two half-time judges to the United Nations Dispute Tribunal, and seven judges to the United Nations Appeals Tribunal.

2. Effective 1 April 2014, ad litem Judge Jean-François Cousin (France) of the United Nations Dispute Tribunal sitting in Geneva resigned from the Tribunal. The term of office of the position held by Judge Cousin expires on 31 December 2014, subject to extension by the General Assembly.

3. Effective 31 December 2013, Judge Jean Courtial (France) of the United Nations Appeals Tribunal resigned from the Tribunal. The term of office of the position held by Judge Courtial expires on 30 June 2019.

4. The present report presents the names and curricula vitae of candidates for the vacant positions for consideration by the General Assembly in accordance with the respective Statutes of the Tribunals and prior resolutions of the General Assembly. With respect to the ad litem position in Geneva, the selected candidate would also serve for any extension of the term of office of ad litem judges as may be approved by the Assembly. The procedure leading to that recommendation is set out below.

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II. Background

5. The current judges of the Dispute Tribunal are Vinod Boolell (Mauritius), full-time judge based in Nairobi; Memooda Ebrahim-Carstens (Botswana), full-time judge based in New York and President of the Tribunal; Alessandra Greceanu (Romania), ad litem judge based in New York; Nkemdilim Amelia Izuako (Nigeria), ad litem judge based in Nairobi; Thomas Laker (Germany), full-time judge based in Geneva; Goolam Hoosen Kader Meeran (United Kingdom of Great Britain and Northern Ireland), half-time judge; and Coral Shaw (New Zealand), half-time judge.

6. The current judges of the Appeals Tribunal are Sophia Adinyira, judge (Ghana); Rosalyn M. Chapman, judge and First Vice-President of the Tribunal (United States of America); Mary Faherty, judge (Ireland); Richard Lussick, judge and President of the Tribunal (Samoa); Louis Maria Simón, judge (Uruguay); Inés Weinberg de Roca, judge and Second Vice-President of the Tribunal (Argentina).

7. The Internal Justice Council initially examined the few candidates previously recommended by the Council to the General Assembly who had not been appointed and who were still available. However, the pool was extremely small, which would have made it impossible to present an acceptable choice of good candidates to the Assembly for consideration.

8. Accordingly, the Council decided that a full public process, in accordance with paragraph 45 of General Assembly resolution 65/251, should be instituted to identify suitable candidates for presentation to the Assembly. The exercise would also enable the Council to place a reasonable number of candidates on an informal roster so that, if any vacancies were to occur during the remaining terms of office of the current members of the Council, which expire on 12 November 2016, and before the expiry of the regular terms of the serving judges, it would be possible to make recommendations for replacements without a further costly recruitment exercise.

9. Advertisements for the vacancies were placed in mid-February 2014 in both online and printed editions of *The Economist*, *Le Monde* and *Jeune Afrique*. No advertisement was placed in *The Wall Street Journal Asia Edition*, which has advertised prior vacancies, since it would not accept an advertisement stating that female candidates were encouraged to apply. The published advertisement is contained in annex I to the present report.

10. A note verbale was sent to all permanent missions to the United Nations in New York and Geneva. Vacancy announcements were also sent for local circulation to all United Nations information centres and United Nations resident coordinators and to all United Nations judicial institutions. In addition, the chief justices of all Member States were informed of the vacancies. Press releases were sent to a range of non-governmental organizations, universities, legal journals, professional associations, other international courts and tribunals and to judges' associations.

11. The closing date for the applications was 15 April 2014.

12. The Council received applications from 48 different countries. There were a total of 37 applicants from Africa, seven applicants from the Asia and the Pacific, 10 applicants from Eastern Europe, eight applicants from Latin America and the Caribbean and 72 applicants from Western Europe and other States. Of those, 93 were male applicants and 41 were female. Most applicants also expressed interest in being on the roster in the event that a vacancy should arise prior to the expiration

of the regular terms of any of the judges during the term of the current members of the Council.

13. Applications that did not meet the formal requirements of the vacancy announcements were rejected from further consideration with no exceptions.

14. The Council added an extra day to its session in June 2014 in order to discuss each application and the writing samples provided by an overwhelming number of applicants.

15. After having reviewed all the applications, the Council decided on 35 candidates who would be invited to take a common written examination to test their legal expertise and drafting ability. Background materials relevant to the written examination (extracts from the Charter of the United Nations, the statute of the Dispute Tribunal; the rules of procedure of the Dispute Tribunal, and the Staff Regulations of the United Nations and Staff Rules), were sent to the candidates on 11 June 2014. At the same time, the Council agreed on a common marking grid to ensure that common assessment standards would be applied.

16. The examination was sent to the candidates by e-mail and the candidates were given three hours from the time of opening the e-mail to complete the examination and submit their answers. Thirty-two candidates responded to the invitation and submitted their answers. The Office of Administration of Justice sent the completed examinations to each member of the Council after having eliminated all identifying elements from them so that no Council member would know the name, nationality or gender of the candidate.

17. On the basis of the written test, the Council selected 22 applicants to be interviewed for the vacant positions. In order to be selected for the interview, candidates had to display in their examination answers the writing skills and power of judicial analysis necessary for them to serve as excellent judges for the Tribunals.

18. As it had done for the previous rounds of judicial appointments, and with the permission of the recommended candidates, the Council, with the assistance of the International Commission of Jurists, approached the relevant domestic bar associations for confirmation of the integrity of each candidate identified in the present report. No negative reports were received on any of the candidates listed below. Written references were also obtained, from two sources, for each candidate.

19. The candidates were interviewed in The Hague on the premises of the International Tribunal for the Former Yugoslavia between 15 and 18 July 2014 (one candidate was interviewed by videoconference because of visa problems that prevented his entry into the Netherlands).

III. Mandates of the General Assembly for the selection process

20. In paragraph 37 (b) of resolution 62/228, the General Assembly decided that the Council should provide its views and recommendations to the Assembly on two or three candidates for each vacancy in the United Nations Dispute Tribunal and the United Nations Appeals Tribunal, with due regard to geographical distribution. In paragraph 57 of resolution 63/253, the Assembly decided that for future appointments the Council should not recommend more than one candidate from any one Member State for a judgeship on the United Nations Dispute Tribunal, or more

than one candidate from any one Member State for a judgeship on the United Nations Appeals Tribunal.

21. In accordance with the above mandates, the Council selected the best three candidates for the vacancy on the Appeals Tribunal, on the basis of experience, drafting ability, legal analysis, geographic distribution and gender for presentation to the General Assembly.

22. The Council notes that only seven candidates were considered as qualified to conduct proceedings and question witnesses in French, which was a prerequisite for the Dispute Tribunal vacancy in Geneva. Of those candidates, three were French and three were German nationals. As a result, the Council could not submit three candidates for the consideration of the General Assembly, as the Council has done for the vacancy in the Appeals Tribunal, because it was not possible:

(a) To recommend a German national since Judge Thomas Laker (Germany) was already a judge of the Dispute Tribunal and article 4.2 of the statute of the Dispute Tribunal provides that "No two judges shall be of the same nationality";

(b) To recommend more than one French candidate since, in accordance with resolution 63/253, the Council is prohibited from submitting more than one candidate of the same nationality. As a result, only the best French candidate could be recommended to the General Assembly. However, if the Assembly wishes to consider the other French candidates, it may request the Office of Administration of Justice to provide their curricula vitae to it.

23. The Council will retain a list of the best candidates who were not recommended, but who could competently fill vacancies in the respective Tribunals, on an informal roster for each Tribunal in the event that a casual vacancy in the Tribunals should arise during the remainder of the term of the current members of the Council. The Council will also place on that roster the candidates who were recommended in the present report but who were not appointed by the General Assembly. The Council emphasizes that the roster will only be used for casual vacancies that arise during the remainder of the terms of office of the current members of the Council.

24. Subject to the views of the General Assembly:

(a) The Council intends to conduct a full public and competitive process for selecting candidates the next time that the regular terms of the judges are nearing their end;

(b) The Council will contact candidates who have been placed on the roster in order to ascertain if they will be available to fill vacancies before the process noted in subparagraph (a) above is initiated. If they are available, those candidates will not be required to sit for a written examination, but will be called for an interview that would serve to compare them with candidates not on the roster who have sat for the examination and been called for an interview.

25. The recommended candidates, as well as those placed on the roster, met the qualifications and experience currently required under the statute of the United Nations Appeals Tribunal and the standards required under the proposed amendments to the statute.

IV. Profiles of recommended candidates

A. Recommendations for the United Nations Dispute Tribunal

26. The two candidates recommended by the Council for appointment to the vacant post of ad litem judge of the Dispute Tribunal in Geneva are listed alphabetically by last name. The curricula vitae of the recommended candidates are set out in annex II to the present report.

Vincent Cador (France), born in 1966

27. Judge Vincent Cador served as a judge of various divisions of the Bethane Superior Court from 1995 to 2001 and as judge of the Strasbourg Administrative Court from 2002 to 2005; he has been a legal secretary in the Court of Justice of the European Union since 2005. He has a doctorate in private law from Université Panthéon-Assas (Paris II).

Rowan M. Downing (Australia), born in 1952

28. Judge Rowan Downing has served as a judge of the Extraordinary Chambers of the Courts of Cambodia since 2006. He was a judge of the Supreme Court and Court of Appeal of the Republic of Vanuatu from 1993 to 1995 and co-chair of an Australian Medicare participation tribunal. He is a senior counsel and has been involved in many international projects.

B. Recommendations for the United Nations Appeals Tribunal

29. The three candidates recommended by the Council for appointment to the vacant post of judge of the Appeals Tribunal are listed alphabetically by last name. The curricula vitae of the recommended candidates are set out in annex III to the present report.

Sabine Knierim (Germany), born in 1965

30. Judge Sabine Knierim has served as a judge in a Court of Administrative Law in Hamburg since 1994 and has served as a judge of the Appeals Court of Administrative Law in Hamburg since 2011. She has extensive experience in the regime governing civil service employment matters and has had experience in both civil law and common law systems.

Manuel Mazuelos Fernandez-Figueroa (Spain), born in 1965

31. Judge Manuel Mazuelos was appointed a judge of the Court of First Instance in Arucas (Spain) and has held a number of judicial appointments culminating in an appointment to the Andalusian High Court of Justice in 2009. Judge Mazuelos has considerable experience in labour law, both in Spain and in conducting various international projects.

Deborah Thomas-Felix (Trinidad and Tobago), born in 1962

32. Judge Deborah Thomas-Felix is President of the Industrial Court of Trinidad and Tobago and has been exercising judicial functions in many different courts,

including specialist labour courts, since 1990. She has been President of the Industrial (Labour) Court since 2011. She has participated in and led numerous training programmes in the development of labour law.

V. Conclusion

33. The Council expresses its gratitude to the Secretariat, in particular the Office of Administration of Justice, the Executive Office of the Secretary-General and the Office of Human Resources Management, for the outstanding support that it has provided to the Council. The Council would also like to thank the International Tribunal for the Former Yugoslavia for making its facilities available to the Council.

(*Signed*) Ian **Binnie**

(*Signed*) Carmen **Artigas**

(*Signed*) Sinha **Basnayake**

(*Signed*) Anthony **Miller**

(*Signed*) Victoria **Phillips**

Annex I

Advertisement for vacant positions in the Tribunals

United Nations

Judges of the United Nations Internal Justice System

The United Nations is seeking judges for its internal system for the administration of justice to address employment related disputes. The system includes a first instance United Nations Dispute Tribunal (UNDT) and an appellate instance United Nations Appeals Tribunal (UNAT). The UNDT sits in New York, Nairobi and Geneva and is comprised of 3 full-time judges, 2 half-time judges and 3 ad litem judges. The full-time and half-time judges serve for 7 year terms. The term of office of the ad litem judges expires on 31 December 2014, but may be extended by the General Assembly. The UNAT is comprised of seven judges, with appointments of seven years duration. The United Nations has at present two vacancies: one for an ad litem judge located in Geneva, and one for a judge of the UNAT. The United Nations is therefore inviting applications for:

- 1 ad litem judge for the UNDT in Geneva
- 1 UNAT judge

Although at present there are no other vacancies, the United Nations is also inviting applications for:

- Full-time judges for the UNDT, to be placed on a roster of suitable candidates who may be recommended to the General Assembly for election to serve in New York, Geneva or Nairobi, should a vacancy arise
- Half-time judges for the UNDT (location to be determined), to be placed on a roster of suitable candidates who may be recommended to the General Assembly for election should a vacancy arise
- Judges of the UNAT, for sessions to be held as determined by the rules of the UNAT, to be placed on a roster of suitable candidates who may be recommended to the General Assembly for election should a vacancy arise

Candidates should note that both of the current vacancies have been created by the resignation of serving judges. Under the statutes of the UNDT and UNAT, appointments of judges to fill the resulting vacancies will in the first instance be for the unexpired portion of the term of the judge who has resigned. In the case of the ad litem vacancy, the successful candidate will serve until 31 December 2014 subject to renewal by the General Assembly. In the case of the UNAT vacancy, the successful candidate will serve until 30 June 2019. Candidates for the UNDT ad litem position can request, if they so wish, that they be considered for both the full time and half-time roster.

Persons applying to serve as judges of the Tribunals should be of high moral character. In the case of the UNDT, candidates should have at least 10 years of judicial experience in the field of administrative, employment or labour law, or the equivalent within one or more national jurisdictions. In the case of the UNAT, candidates should have at least 15 years of judicial experience in the field of

administrative, employment or labour law or the equivalent within one or more national jurisdictions. Relevant academic qualifications and experience may be taken into account. English and French are the working languages of the United Nations. Candidates should be able to conduct judicial proceedings in either English or French. For the current vacancy for the UNDT ad litem judge in Geneva, fluency in English and French is required.

The Judges shall be appointed by the General Assembly from a list of two or three candidates recommended for each vacancy by the United Nations Internal Justice Council, an independent body established by the General Assembly.

Applications: Interested candidates are invited to submit a cover letter, including the preferred Tribunal(s) and location(s), and curriculum vitae by e-mail to internaljusticecouncil-application@un.org or by facsimile to + 1-212-963-2525, to be received by 15 April 2014. The curriculum vitae must include: the date of birth, nationality, gender, language skills, contact details, including telephone numbers and an e-mail address at which the candidate can be reached through 30 September 2014, as well as a full career and educational profile, an example of a judgement delivered by the candidate, or a legal opinion or other equivalent written work, and the names and e-mail addresses of two senior legal professionals able to attest to the moral character and standing of the candidate.

The UNDT judges are remunerated at a level equivalent to D-2, step IV on the United Nations salary scale. (For indicative purposes, the annual net salary levels at D-2 step IV single rate, including cost of living adjustment, in effect as from 1 January 2014 are as follows: US$ 183,060.90 (New York), US$ 222,521.18 (Geneva) and US$ 155,666.99 (Nairobi)). The UNAT judges receive an honorarium of US$ 2,400 for each case for the principal author, and US$ 600 for each judge signatory.

More information on the system of administration of justice can be found at www.un.org/en/oaj or www.un.org/fr/oaj.

Annex II

Curricula vitae of candidates recommended for the vacant ad litem position in the Dispute Tribunal*

Vincent Cador (France)

Date of birth: 16 March 1966

Education

2003	PhD in private law, Université Panthéon-Assas (Paris II)
1993-1995	French National School of Judiciary (*Ecole nationale de la magistrature*), Bordeaux
1992	Postgraduate Degree in political sociology, Université Panthéon-Sorbonne (Paris I)
1989-1990	Otto-Suhr Institut fur Politikwissenschaft, Free University Berlin (Germany)
1986-1989	Master's Degree in Public Administration, Paris Institute of Political Studies

Professional experience

Since 2005	**Court of Justice of the European Union**, legal secretary in Mrs. Boruta's Office followed by Mr. Kreppel's Office, judges with the European Union Civil Service Tribunal
2002-2005	**Strasburg Administrative Court**, administrative judge (public service, social and fiscal disputes)
1995-2001	**Bethune Superior Court**, judge (civil chamber, penal court, assize court)

Other activities

Lecturer, Masters of Public Administration, Strasburg Institute of Political Studies (European Union Law and European policies of integration)

Diverse lectures in the area of European public service law

Publications in European public service law (co-author of the European Public Law Section in the review *Europe*)

Languages

French, English and German

* Curricula vitae are issued without formal editing.

Rowan M. Downing QC (Australia)

Date of birth: 20 November 1952

Education

1980	Master of Laws, University of Melbourne
1976	Bachelor of Laws, University of Melbourne
1975	Bachelor of Arts (International Politics), University of Melbourne

Professional experience

2006 to present	Appointed Judge of the Extraordinary Chamber of the Courts in Cambodia
2005-2006	Staff Consultant, Asian Development Bank, Human Resources Strategy, Philippines
2004-2005	Team Leader, Small-to-Medium Enterprises and Private Sector Development Project, Lao People's Democratic Republic
2003-2004	Consultant, Asian Development Bank, Philippines
1980-2004	Member of Senior Consultants Panel, Royal Australian Air Force
2003	Adviser, Viet Nam Justice Project for the Capacity Building for Effective Governance Facility
2001 and 2003	Legal Adviser, Solomon Islands
2002	Legal Adviser, Bank of Indonesia and the Financial Intelligence Unit of the Indonesian Financial Transaction and Report Analysis Centre
2002	Legal Expert, Central Bank of Samoa
1999-2002	Legal Adviser, Law Reform and Capacity-Building Project, Vanuatu
1999	Appointed Solicitor General of the Republic of Vanuatu
1998	Appointed Queen's Counsel
1996-1999	Co-Chairman of an Australian Medical Conduct Review Tribunal
1998	Appointed Queen's Counsel
1993	Appointed Judge of the Vanuatu Supreme Court

1996	Adviser to the Ombudsman of Vanuatu
1987	Admitted to practice as a barrister and solicitor of the Supreme Court of New South Wales and the Supreme Court of Tasmania
1977	Admitted to practice as a barrister and solicitor of the Supreme Court of Victoria and the High Court of Australia

Other activities

2008 to present	Member of the International Advisory Board of the Journal of South Pacific Law since 2008
1997-2008	Member of the Council of the Victorian Branch of the International Commission of Jurists
1999-2001	Solicitor General, and often acting Attorney General, of the Republic of Vanuatu
1996	Visiting Fellow, University of the South Pacific

Languages

English, French

Annex III

Candidates recommended for the vacant post of judge in the Appeals Tribunal*

Sabine Knierim (Germany)

Date of birth: 31 May 1965

Present position

Judge of the Appeals Court of Administrative Law (Oberverwaltungsgericht), Hamburg

Education

1991-1994	Referendariat in Hamburg 2 Staatsexamen/state diploma
1990/1991	Legal education at Tulane University/Law School (New Orleans) Master of Laws Scholarship by the Fulbright foundation
1987-1990	Legal education at the University of Frelburg/Brelsgau 1 Staatsexamen/state diploma
1986-1987	Legal education at the University of Geneva Scholarship by Deutscher Akademischer Austauschdienst (DAAD)
1984-1986	Legal education at the University of Passau Fachspezlfische Fremdsprachenausbtldung Franzosisch I-II/ Linguistic-judicial education in French I-II Fachspezlfische Fremdsprachenausbildung Spanisch I/ Linguistic-judicial education in Spanish I
1975-1984	Conrad-von-Soest-Gymnasium Soest (grammar school) Abitur/school leaving examination Leistungskurse/Intensive Courses: French, History
1971-1975	Grundschule Welver (elementary school)

Professional experience

2011	Appointment as judge at the Appeals Court of Administrative Law (Oberverwaltungsgericht) in Hamburg (area of competence civil service law including disciplinary sanctions)

* Curricula vitae are issued without formal editing.

1994	Appointment as judge at the Court of Administrative Law (Verwaltungsgericht) in Hamburg

Other activities

Judicial training

2014	Anti-discrimination law in the European Union (ERA)
2013	The Charter of Fundamental Rights of the European Union (Europaische Richterakademie, ERA)
2012	Civil service law (Deutsche Richterakademie, DRA)

Languages

German, English, French and Spanish

Manuel Mazuelos (Spain)

Date of birth: 15 January 1965

Present position

Judge, Andalusia High Court of Justice, Employment Chamber

Education

1983-1988	Faculty of Law, University of Granada, Spain — Law Degree
1985	University of Granada -- Doctorate in European Community Law
1982	Official School of Languages, University of Granada, Spain — Diploma of Proficiency in English
	University of Cambridge — First Certificate in English

Professional experience

2009-present	Judge, Andalusia High Court of Justice, Spain
2005-2007	Adviser, Phare Twinning Project, Bulgaria, European Commission, Spain
1999-2005	Senior Judge, Labour Court, Granada, Spain
1996-1999	Judge, First Instance Employment Courts, Algeciras, Spain
1991-1996	Judge, Criminal Examining Courts and First Instance Civil Courts, Canary Islands

Other activities

2011-present	Member, European Judges Association for Mediation
2008-present	Member, International Network to Promote the Rule of Law (INPROL), United States Institute of Peace, Washington, D.C.
2006-present	Member, Spanish Judicial Network of Experts on European Union Employment, Labour and Social Law
2005-present	Member of the Spanish Judicial Network of Experts in Crisis Management
2001-present	Consultant/Trainer, Phare Project, Ministry of Justice, Hungary
2010	Short-Term Expert, Justice Reform, Supreme Judicial Council of the Republic of Bulgaria

2000-2006	Member and National Contact Point in Andalusia within the Spanish Judicial Network of Experts in International Legal Cooperation in Criminal Matters
2006	Supreme Judicial Council of the Republic of Bulgaria
	Kyoto University School of Governance, Japan
2005	USAID Judicial Strengthening Initiative for Bulgaria, Sofia
2004	Agency for Peace Security and Development, Sweden
	Research Association of International Law, Kyoto, Japan
2002	Expert Member of Committee for Civilian Aspects of Crisis Management (CIVCOM), Council of the European Union

Languages

Spanish, English

Deborah Thomas-Felix (Trinidad and Tobago)

Date of birth: 21 January 1962

Present position: President of the Industrial Court of the Republic of Trinidad and Tobago

Education

2012	Arthur Lok Jack Graduate School of Business, University of the West Indies, Trinidad and Tobago — Executive Masters of Business Administration (EMBA) with distinction
2008	American University, Washington College of Law, Washington, D.C., United States of America Masters of Law (LLM), International legal studies
1986	Sir Hugh Wooding Law School, Saint Augustine, Trinidad and Tobago — Certificate of Legal Education (L.E.C)
1984	University of the West Indies, Cave Hill, Barbados — Bachelor of Laws (LL.B)

Professional experience

2011-present	**President**, Industrial Court of the Republic Trinidad and Tobago
2009-2011	**Chairman**, Trinidad and Tobago Securities and Exchange Commission
2009-2011	**President**, Deborah Thomas-Felix and Associates, Attorneys at Law
2003-2009	**Judge**, Industrial Court of Trinidad and Tobago
2001-2003	**Deputy Chief Magistrate**, Magistracy/Judiciary of Trinidad and Tobago
1995-1997	**President**, Family Court, Government of Saint Vincent and the Grenadines
1990-1995	**Magistrate/Senior Magistrate**, Magistracy/Judiciary, Trinidad and Tobago
1986-1990	**Barrister/Attorney at Law** (self-employed), Trinidad and Tobago

Other activities

Professional development

2013	102nd session of the International Labour Conference, Geneva, Switzerland
2012	101st session of the International Labour Conference, Geneva, Switzerland
2011	Organization for Economic Cooperation and Development Conference on Financial Literacy, Toronto, Canada
	International Organization of Securities Commissions Securities Training Programme (IOSCO STP), Certificate, Morocco
	United States Securities and Exchange Commission (USSEC) Enforcement Training Programme — Certificate, Washington, D.C.
	IOSCO Annual Conference 2011, Cape Town, South Africa
2010	The World Bank Securities Market Annual Conference, Washington, D.C.
	IOSCO Annual Conference 2010, Montreal, Canada
	Toronto Centre Securities Programme — Certificate, Toronto, Canada
	Securities Industry Visitation Programme, Chicago, United States
	USSEC 20th Annual Institute for Securities Market Development Programme — Certificate, Washington, D.C.
	Jamaica Deposit Insurance Corporation "Bank insolvency in the Caribbean Law and best practices" Conference, Montego Bay, Jamaica
2008	Global Development and Social Justice — Certificate, Emory University, Atlanta, United States
	Administrative Law: Fair Hearing — Certificate, National Judicial College, Nevada, United States Strategies for Developing Effective Presentation Skills — Certificate, American Management Association (AMA), Atlanta
	Externship (six months) — World Wildlife Fund, Washington, D.C.

2007	International Commercial Arbitration: How to handle oil and gas industry cases — Certificate, American University, Washington College of Law, United States
2004	Environment Management — Certificate, Cipirani Labour College, Trinidad and Tobago
	Conciliation/Mediation — Certificate, International Labour Organization, Jamaica
2003	Family Law — Certificate, Judicial Studies Board, England
2002	Communication in Business — Certificate, School of Business and Computer Science, Trinidad and Tobago
	Refugees' Rights and Status — Certificate, United Nations High Commissioner for Refugees
	Case-Flow Management in Juvenile Cases — Certificate, National Center for State Court, Philadelphia, United States
1999	Money Laundering and Extradition Course — Trinidad and Tobago
1998	Computer Literacy — Niherst, Trinidad and Tobago
Leadership activities	
2013	Speaker: Management Prerogative Employers Consultative Association (ECA) symposium
2012	Feature address: Labour Relationships, the Deciding Factor to Success in Business Relationship — ECA Award and Gala Dinner, Trinidad and Tobago
2011	Feature Speaker: Fulbright/Humphrey Annual Retreat, Rocky Gap, Maryland, United States
	Speaker: Developing the Retail Investor Base in Emerging Market EMC Meeting: Dominican Republic
	Speaker: Stock Exchange Investments and Capital Market Conference — A Look at the United States New Financial Regulatory Reform, Jamaica
	Council of Securities Regulators of the Americas (COSRA) Conference — Curaçao
2010	Speaker: Leadership, Fulbright Fellows, Denver, Colorado, United States
2009-2011	Chairman: Caribbean Group of Securities Regulators (CGSR)

2008	Lectured to staff at United States Department of State, Washington, D.C.
	World Wildlife Fund (WWF) Tourism and Costal Development Strategic Planning — Tepozlan, Morelos, Mexico
	Drafted model Convention for countries in Arctic regions, WWF, United States initiative
2002-2008	Member of the Family Court Committee of Trinidad and Tobago
2006-2007	Consultant/Lecturer: Government National Reforestation and Water-shed Rehabilitation Programme
	Chairman: Local School Board — Saint François Girls' College, Trinidad and Tobago
2004	Consultant: Project on domestic violence and gender issues in Caribbean — Inter-American Development Bank
2003-2004	Adviser: Coalition Against Domestic Violence — Trinidad and Tobago and the Inter-American Development Bank on Domestic Violence and Gender Project for Magistrates in the Caribbean
1998-2000	Member of the Judicial Education Committee and the Judicial Education Institute of Trinidad and Tobago
1995-1996	Initiated a street children programme in Saint Vincent and the Grenadines
1988-1990	Chairman, Region 2, Trinidad and Tobago Economic Cooperative Programme
1993-1995	Co-founder, Credo foundation for justice
1998-2002	Lecturer, Police Training College — Courtroom Ethics and the Law, Trinidad and Tobago
1998	Participant, Convention of the Rights of the Child Seminar, Belize
1990-1991	President, Business and Professional Women's Club (BPW) — Port of Spain
1988-1999	Vice President, BPW — Port of Spain
1989	Representative (BPW), Young Career Women, Bahamas
1988-1990	Chairman, Region 2, Trinidad and Tobago Economic Cooperative Programme
	Board Member, Public Transport Service Corporation, Trinidad and Tobago

1984-1986	Adjunct Lecturer, Advance Level Law — University of the West Indies, Extra Mural Department

Fellowships

2007-2008	H. H. Humphrey/Fulbright Fellowship with specialization in Environment Law
2008	Georgetown University Leadership Seminar, School Service, Georgetown University, Washington, D.C.
1998	Commonwealth Institute of Judicial Education Fellowship, Dalhouse University, Halifax, Canada

Languages

English